



Australian Government



Workplace
Gender Equality
Agency

Employer Public Report

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Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in management positions; Increase the number of women in male-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)

1.4 If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Monash University aspires to be the international higher education leader in gender equity. The University's commitment to gender equality spans more than three decades. We foster an



inclusive organisational culture in which staff of all genders, of diverse cultural backgrounds, faiths and heritages participate equally, and are recognised equally at all levels, notably senior levels. Our Environmental, Social and Governance Statement articulates its commitment to intensify our focus on eliminating systemic barriers to professional advancement in order to achieve parity in senior roles, as well as salary parity across the University. Monash University Gender Equality Action Plan 2022-2025 promotes the University's longstanding commitment to gender equality and sets out a range of tangible actions across seven priority areas: i) recruitment; ii) career progression, promotion and development; iii) gender composition at all levels of our workforce; iv) gendered work segregation; v) workplace support, leave and flexibility; vi) workplace culture, leadership and diversity; vii) gender pay equity. Objectives of the Action Plan seek to address gender inequalities for all staff, eliminate the systemic barriers to professional development, career advancement, and to achieve gender and salary parity in senior roles, as well as towards a deep and broad inclusiveness University wide.



Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: Monash University

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Monash University Council

C. What type of governing body does this organisation have?

Council

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	1	0
Members (excluding chairs)	8	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Advertisement of governing body positions; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or



Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 5

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

No

Selected value: Other

Other value: Women account for 64.3% of governing body members.

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Aboriginal and/or Torres Strait Islander identity; Cultural and/or language and/or race/ethnicity background; Disability and/or accessibility; Gender identity; Age

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

Monash University Council is responsible for the overall governance of the University. The University has regard to but is not bound by relevant Victorian Government policies, including the Victorian Appointment and Remuneration Guidelines applicable to Victorian Government entities, and the Women on Boards Commitment to have at least 50 per cent women on Government boards. The gender representation of the University Council is monitored by the Council and its Membership Committee when considering vacancies on the Council.

Monash's commitment to gender equality is articulated in the University's Gender Equality Action Plan 2022-2025, which includes reporting gender audit results, and progress against key gender equity indicators, to the governing body and senior leadership.



Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent about pay scales and/or salary bands; To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months



2.2c Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Created a pay equity strategy or gender equality action plan; Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees; Reviewed talent acquisition processes; Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles; Implemented other changes (provide details):

Provide details: Senior staff are required to complete a section in their performance plans focused on supporting the University's efforts to reduce the gender pay gap by setting specific goals and actionable steps.

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

Monash University is committed to closing the organisation-wide gender pay gap through targeted actions and initiatives, and to report on progress. This commitment to take action is articulated in the University's Gender Equality Action Plan 2022-2025, as well as the Environmental, Social and Governance Statement 2021-2025, which includes our goals to achieve parity in senior roles as well as salary parity across the organisation. The University's 2025 Implementation Plan outlines our commitment to closing the gender pay gap through the introduction of senior KPIs. In the 2024/2025 reporting period, we have created gender pay gap dashboards for individual business units within the University, enabling leaders to more easily identify the primary factors that are influencing the gender pay gap within their respective areas. Further gender pay gap analysis was completed for organisational units within the University with progress monitored on a six-monthly basis. Additionally, the Selection and Remuneration Committee of Council engages independent, external remuneration specialists to undertake regular gender pay gap analysis for senior staff.



Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

2.4a How did you consult employees?

Employee experience survey; Consultative committee or group; Focus groups; Exit interviews

2.4b Who did you consult?

ALL staff

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

2.8 If your organisation would like to provide additional information relating to employee consultation on gender Equality in your workplace, please do so below.

During the 2024-2025 reporting period, Monash University conducted a global staff engagement survey, achieving a 65% participation rate. The survey explored a wide range of themes, including belonging, wellbeing, support for flexible work, and perceptions of diverse culture. In addition, Monash held a series of gender equity focus groups in Q4 2024, open to all staff. These sessions invited all employees to take part and share their perspectives and experiences on a range of topics to support progress in gender equity and contribute to the development of the University's forthcoming Gender Equality Action Plan 2026-2030.



Flexible Work

Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee’s commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The organisation’s approach to flexibility is integrated into client conversations; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body; Other

Provide Details: Monash University promotes flexible work by adopting hybrid ways of working. This approach allows employees to attend meetings, workshops and work events either in person or remotely.

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes



3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

Monash University recognises workplace flexibility as a crucial enabler of gender equality. The University's Working from Home Procedure (Hybrid Work) supports staff who wish to work remotely, including those adopting a hybrid work model. Additionally, Flexible Work Guidelines are available to assist with the implementation of flexible work arrangements.



Employee Support for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: Yes

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth

Secondary: Birth; Adoption; Surrogacy; Stillbirth

4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?



Primary:

Lowest entitlement: 1

Highest entitlement: 52

Secondary:

Lowest entitlement: 1

Highest entitlement: 12

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees; Contract/fixed term employees

Secondary: Permanent employees; Contract/fixed term employees

4.1f Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded paid parental leave?

Primary: Yes a qualifying period is required

How long is the qualifying period (in months)?

1

Is the qualifying period the same as the probation period for new employees?

No

Secondary: No qualifying period

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Primary: Other

Please specify time frame in months: 3

Secondary: Anytime within 12 months

4.1h Does your organisation have an opt out approach to parental leave? (Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)



Primary: No

Secondary: No

4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable); Yes, on employer funded secondary carer's leave (if applicable)

4.3 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Monash University is committed to supporting staff with family and carer responsibilities, regardless of gender. We recognise that access to paid parental leave, carer's leave, and other forms of support for parents and carers are critical strategies for reducing gender pay gaps, improving employee retention, and enhancing job satisfaction by enabling a better balance between professional goals and personal responsibilities. In 2024, Monash introduced a new 12-week paid partner leave, designed to provide greater flexibility. The leave is available for partners of all genders and can be taken in one or more blocks, including pre-planned single-day absences, and may be used concurrently with the partner's leave (if applicable). We recognise that flexibility is key to increasing the uptake of partner leave, and we are proud to offer options that support the diverse needs of our staff and their families. We also offer flexible return-to-work arrangements for staff transitioning back from parental leave, along with the option to extend unpaid parental leave for up to an additional 12 months beyond the initial entitlement. Our easy-to-read Guide for Expectant and New Parents clearly outlines all available support and leave entitlements, and provides supervisors with suggestions on how to support staff before, during, and after a period of parental leave. To help break down the gender stereotypes associated with caregiving, we have removed gendered terms from our policies such as "maternity", "paternity", and no longer use 'primary' and "secondary" carer distinction in our communication. However, as we offer partner leave, specifically reserved for partners, in addition to our all-gender parental leave, the University is still required to report data under the primary and secondary carer classification.



Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Extended carers leave and/or compassionate leave; Other leave available to employees with family or caring responsibilities

Provide details: Paid personal leave for caregiving purposes

4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes



Support mechanism	Answer
Breastfeeding facilities	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	Yes
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	Yes
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes



4.6 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Support for parents and carers forms a pillar of the University's Gender Equity Action Plan. Across eight different work locations at Monash Australia, the University established over 20 parenting rooms available to employees and visitors. This is in addition to parenting facilities and expressing rooms managed by individual business units (faculties and departments) for their own staff. Employees who continue to breastfeed on their return to work may also request a Mobile Breastfeeding Support Kit. This is in recognition that the location of our parenting facilities may not always meet their requirements to regularly express breast milk in privacy during working hours. The Kit has a number of available components that can be delivered to the employee's office including an armchair with footrest, bar fridge, privacy screen and a lockable cabinet. The University uses 'Workplace' as an online communication platform, which includes an employee group dedicated to those who identify as parents: "Parents at Monash". This group promotes networking, knowledge sharing and peer support among staff with caregiving commitments. The university also uses targeted communication to disseminate relevant information including availability of relevant training and resources. Furthermore, Monash University is proud of its flagship gender equity initiative designed to support the career progression of early to mid-career high potential academic women with carer responsibilities: the Advancing Women's Success Grant. The Program aims to reduce the impact of career breaks and/or caring responsibilities on academic success and ensure retention of talent. In addition to receiving funding for a range of academic activities, grant awardees also participate in professional career coaching to assist them with their long-term career planning.



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women’s workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

Yes



Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	No	Yes
All non-managers	Yes	No	No	Yes
The Governing Body	Yes		No	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

New staff at induction

Chief Executive Officer or equivalent

Yes

;Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy)

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes



5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Make workplace adjustments; Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train identified contact officers; Train staff on mitigation and control measures; Implement other changes (provide details)

Provide Details: In the 2024/2025 reporting period, Monash University implemented a change whereby the Safer Community Unit now acts as the primary intake for the disclosures and reports of sexual harms.

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Trained, trauma-informed support staff/contact officers; Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose after their employment has concluded; Process to disclose anonymously; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes,

what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Anonymous disclosures through a staff survey; Gender of the complainant/aggrieved or victim; Outcomes of investigations

5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes

Annually

CEO or equivalent

Yes

Multiple times per year

Key Management Personnel

Yes

Multiple times per year

5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment; Effectiveness of response to reports of sexual harassment; Performance against the seven standards outlined by the Australian Human Rights Commission for complying with the positive duty

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

The prevention of sexual harm is a top priority for Monash University and we are committed to preventing and eliminating sexual harm, and providing a safe, respectful and inclusive environment for staff, students and the broader community to study, work, and live. Sexual harm is a form of gender-based violence, and we are addressing the range of drivers of this harm. In November 2024, Monash University launched a new Sexual Harm Prevention and Response Policy suite, which sets out Monash's approach to preventing and responding to sexual harm, including the process for seeking support and disclosing or reporting sexual harm. The policy suite comprises Sexual Harm Prevention and Response Policy and Sexual Harm Response Procedure. This suite is a key part of Monash's Strategic Commitment to Gender-based Violence and Sexual Harm Prevention and Response 2024-2030. Prevention



and response activity is reported annually in the Sexual Harm and Prevention Response Annual Report. The University's commitment to preventing and responding to sexual harm and gender-based violence also extends beyond Monash University, with extensive work being undertaken towards eliminating gender-based violence and sexual harm in all higher education settings. Monash University is leading efforts to eliminate violence against women through the newly launched ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW), the first global centre of its kind addressing the full spectrum of violence across Australia and the Indo-Pacific. Our leadership and expertise have contributed to shaping the Australian Government's Action Plan on gender-based violence in higher education and the forthcoming National Code. Furthermore, in February 2025, Monash University hosted the Victorian Higher Education Summit on Gender-based Violence Prevention and Response, bringing together tertiary education providers, government representatives, expert organisations, and victim-survivors to strengthen collective action against gender-based violence. The Summit focused on advancing the Federal Government's National Action Plan to End Gender-based Violence and highlighted the higher education sector's shared commitment to creating safer, more respectful environments. Monash continues to lead this work through strong institutional leadership and support services such as the Safer Community Unit.



Harm Prevention

Family or Domestic Violence

5.10 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy;Strategy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Offer change of office location	Yes
Emergency accommodation assistance	Yes

Other

Support is also available to employees caring for someone experiencing family violence, with confidential counselling offered to both employees and their immediate family members.

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

Yes

Access to unpaid domestic violence leave?

Yes



Is it unlimited?

Yes

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.

Monash University has a central point of enquiry for expert advice, support, intervention, investigation and risk management to reduce the risk of inappropriate, concerning or threatening behaviours including family and interpersonal violence. Our Family Violence Support Procedure articulates the commitment to providing support to staff who experience family violence. It also sets out the process for staff to access leave for absences due to family violence and/or flexible work arrangements. The amount of paid Family Violence leave is unlimited. Monash further provides access to Family Violence Contact Officers in Safer Community Unit and in Human Resources who can provide advice and referrals in relation to leave, flexible work, additional safety/security arrangements and counselling. The Monash Gender and Family Violence Prevention Centre (MGFVPC) is at the forefront of research and education aimed at preventing family violence. The Centre is contributing to transformative social change by providing an evidence base for policy change that better supports and protects those experiencing family violence and addresses the cultural and economic drivers that underpin it. The Centre's track record includes ground-breaking research, engagement with government and civil society stakeholders, and innovative educational offerings. The program led by the Monash Gender and Family Violence Prevention Centre seeks to provide Victorian family violence victim-survivors with better access to employment opportunities and establish industry partnerships to enhance gender equality across workplaces state-wide.



Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	5	6	11	
			Non-managers	102	79	181	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	18	17	35	
			Non-managers	46	36	82	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	19	1	20
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	1	0	1	
			Non-managers	14	6	20	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
2. How many employees were promoted from non-manager to manager?	Full-time	Permanent	Managers	0	1	1	
		Fixed-Term Contract	Managers	13	14	27	
	Part-time	Permanent	Managers	0	0	0	
		Fixed-Term Contract	Managers	1	0	1	
	N/A	Casual	Managers	0	0	0	
3. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	1	2	3	
			Non-managers	362	222	584	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	2	2	
			Managers	29	16	45	
			Non-managers	192	137	329	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	159	73	234
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	1	1	2	
			Non-managers	247	150	400	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	806	513	1,324	

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	77	55	133
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	5	9	14
			Non-managers	129	100	230
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	12	3	15
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1,337	1,028	2,377
	5. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0
Managers				0	0	0
Non-managers				110	85	195
Fixed-Term Contract			CEO, KMPs, and HOBs	1	0	1
			Managers	15	12	28
			Non-managers	93	99	192
Part-time		Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	32	10	42
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	3	3
			Non-managers	66	41	107
N/A		Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	174	15	189
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	8	3	11
			Non-managers	81	2	84
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	56	1	57
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	52	1	54
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
7. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	1	1	
			Non-managers	1	67	69	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	2	8	10	
			Non-managers	0	36	36	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	0	4	4
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	13	13	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
8. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	5	0	5	
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	2	0	2	

* Total employees includes Non-binary

Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	76	79	0	0	155
	Full-time contract	226	224	0	0	452
	Part-time permanent	6	6	0	0	12
	Part-time contract	16	5	0	0	21
Professionals	Full-time permanent	2,282	1,865	0	0	4,157
	Full-time contract	1,003	867	0	0	1,875
	Part-time permanent	688	214	0	0	903
	Part-time contract	777	420	0	0	1,205
	Casual	2,116	1,625	0	0	3,747
Technicians And Trades Workers	Full-time permanent	90	87	0	0	177
	Full-time contract	140	117	0	0	257
	Part-time permanent	32	9	0	0	41
	Part-time contract	141	60	0	0	202
	Casual	322	226	0	0	548
Community And Personal Service Workers	Full-time permanent	49	40	0	0	89
	Full-time contract	7	0	0	0	7
	Part-time permanent	30	1	0	0	31
	Part-time contract	0	1	0	0	1
	Casual	123	83	0	0	206
Clerical And Administrative Workers	Full-time permanent	98	8	0	0	106
	Full-time contract	13	1	0	0	14
	Part-time permanent	32	5	0	0	37
	Part-time contract	17	2	0	0	19
	Casual	110	48	0	0	158

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

Industry: Tertiary Education

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time contract	1	0	1
KMP	Full-time contract	5	3	8
GM	Full-time permanent	1	1	2
	Full-time contract	14	24	38
	Part-time contract	0	2	2
SM	Full-time permanent	72	76	148
	Full-time contract	56	70	127
	Part-time permanent	5	6	11
	Part-time contract	5	3	8
OM	Full-time permanent	3	2	5
	Full-time contract	150	127	278
	Part-time permanent	1	0	1
	Part-time contract	11	0	11

* Total employees includes Non-binary